

**CIVIL RIGHTS COMMISSION[161]****CHAPTER 1  
RULES OF PRACTICE**

- 1.1(216) Organization and administration
- 1.2(216) Commission procedure for rule making
- 1.3(216) Procedures for oral or written presentations
- 1.4(216) Procedure for obtaining declaratory orders
- 1.5(216) Forms
- 1.6(216) Referral and deferral agencies

**CHAPTER 2  
GENERAL DEFINITIONS**

- 2.1(216) Definitions

**CHAPTER 3  
COMPLAINT PROCESS**

- 3.1(216) Anonymity of complaint
- 3.2(216) Access to file information
- 3.3(216) Timely filing of the complaint
- 3.4(216) Complaints
- 3.5(216) Filing of documents with the Iowa civil rights commission
- 3.6(216) Notice of the complaint
- 3.7(216) Preservation of records
- 3.8(216) The complaint
- 3.9(216) Jurisdictional review
- 3.10(216) Right to sue
- 3.11(216) Mediation
- 3.12(216) Administrative review and closure
- 3.13(216) Investigation
- 3.14(216) Investigative subpoenas
- 3.15(216) Injunctions
- 3.16(216) Procedure to reopen
- 3.17(216) Arbitration

**CHAPTER 4  
CONTESTED CASES**

- 4.1(17A) General provisions
- 4.2(17A) Notice of hearing and answer
- 4.3(17A) Amendment
- 4.4(17A) Default
- 4.5(17A) Consolidation and severance
- 4.6(17A) Filing and service of documents
- 4.7(17A) Discovery
- 4.8(17A) Subpoenas
- 4.9(17A) Motions
- 4.10(17A) Prehearing conferences
- 4.11(17A) Continuances
- 4.12(17A) Telephone proceedings
- 4.13(17A) Disqualification
- 4.14(17A) Ex parte communication
- 4.15(17A) Powers of presiding officer
- 4.16(17A) Hearing procedures

4.17(17A)	Evidence
4.18(17A)	Evidence of past sexual practices
4.19(17A)	Cost of copies of record
4.20(17A)	Posthearing briefs
4.21(17A)	Requests to present additional evidence
4.22(17A)	Proposed decision
4.23(17A)	Review of proposed decision on appeal to the commission
4.24(17A)	Scope of review by commission
4.25(17A)	Interlocutory appeals
4.26(17A)	Intervention
4.27(17A)	No factual dispute contested cases
4.28(17A)	Awards of attorney's fees
4.29(17A)	Waiver, modification of rules
4.30(17A)	Application for rehearing
4.31(17A)	Hearing—other reasons
4.32(216)	Assessment of costs of hearing
4.33(216)	Appeals to the district court

## CHAPTER 5

Reserved

## CHAPTER 6

## DISCRIMINATION IN CREDIT

6.1(216)	Definitions
6.2(216)	Practices prohibited
6.3(216)	Credit inquiries
6.4(216)	Exceptions

## CHAPTER 7

Reserved

## CHAPTER 8

## DISCRIMINATION IN EMPLOYMENT

## EMPLOYMENT SELECTION PROCEDURE

8.1(216)	General provisions—employee selection procedures
8.2(216)	Employment agencies and employment services
8.3(216)	Disparate treatment
8.4(216)	Retesting
8.5(216)	Other selection techniques
8.6(216)	Affirmative action
8.7(216)	Remedial and affirmative action
8.8 to 8.14	Reserved

## AGE DISCRIMINATION IN EMPLOYMENT

8.15(216)	Age discrimination in employment
8.16(216)	Bona fide apprenticeship programs
8.17(216)	Employment benefits
8.18(216)	Retirement plans and benefit systems
8.19 to 8.25	Reserved

## DISABILITY DISCRIMINATION IN EMPLOYMENT

8.26(216)	Disability discrimination in employment
8.27(216)	Assessment and placement
8.28(216)	Disabilities arising during employment

- 8.29(216) Wages and benefits
- 8.30(216) Job policies
- 8.31(216) Recruitment and advertisement
- 8.32(216) Bona fide occupational qualifications
- 8.33 to 8.45 Reserved

## SEX DISCRIMINATION IN EMPLOYMENT

- 8.46(216) General principles
- 8.47(216) Sex as a bona fide occupational qualification
- 8.48(216) Recruitment and advertising
- 8.49(216) Employment agencies
- 8.50(216) Preemployment inquiries as to sex
- 8.51(216) Job policies and practices
- 8.52(216) Separate lines of progression and seniority systems
- 8.53(216) Discriminatory wages
- 8.54(216) Terms and conditions of employment
- 8.55(216) Employment policies relating to pregnancy and childbirth
- 8.56(216) Cease use of sex-segregated want ads
- 8.57(216) Exception to ban on sex-segregated want ads
- 8.58 to 8.64 Reserved

## EMPLOYMENT PRACTICES IN STATE GOVERNMENT

- 8.65(216) Declaration of policy

CHAPTER 9  
DISCRIMINATION IN HOUSING

- 9.1(216) Construction of chapter
- 9.2(216) Definitions
- 9.3(216) Interpretation of various housing provisions
- 9.4(216) Interpretation of provisions affecting court actions regarding alleged discriminatory housing or real estate practices occurring after July 1, 1991
- 9.5(216) Commission procedures regarding complaints based on alleged unfair or discriminatory practices occurring after July 1, 1991
- 9.6(216) Discovery methods in cases of alleged discrimination in housing
- 9.7(216) Scope of discovery
- 9.8(216) Protective orders
- 9.9(216) Interrogatories
- 9.10(216) Requests for admission
- 9.11(216) Effect of admission
- 9.12(216) Production of documents and things and entry upon land for inspection and other purposes
- 9.13(216) Procedures for documents and inspections
- 9.14(216) Physical and mental examination of persons
- 9.15(216) Report of health care practitioner
- 9.16(216) Consequences of failure to make discovery
- 9.17(216) Depositions upon oral examination
- 9.18(216) Notice for oral deposition
- 9.19(216) Conduct of oral deposition
- 9.20(216) Reading and signing depositions
- 9.21(216) Certification and return; copies
- 9.22(216) Before whom taken
- 9.23(216) Deposition subpoena
- 9.24(216) Costs of taking deposition

- 9.25(216) Irregularities and objections
- 9.26(216) Service of discovery
- 9.27(216) Appeals
- 9.28(216) Representation of commission

## CHAPTER 10

## DISCRIMINATION IN PUBLIC ACCOMMODATIONS

- 10.1(216) Statement of purpose
- 10.2(216) Discrimination prohibited

## CHAPTER 11

## PUBLIC RECORDS AND FAIR INFORMATION PRACTICES

- 11.1(17A,22,216) Definitions
- 11.2(17A,22,216) Statement of policy
- 11.3(17A,22,216) Requests for access to records
- 11.4(17A,22,216) Access to confidential records
- 11.5(17A,22,216) Requests for treatment of a record as a confidential record and its withholding from examination
- 11.6(17A,22,216) Procedure by which additions, dissents, or objections may be entered into certain records
- 11.7(17A,22,216) Consent to disclosure by the subject of a confidential record
- 11.8(17A,22,216) Notice to suppliers of information
- 11.9(17A,22,216) Disclosures without the consent of the subject
- 11.10(17A,22,216) Routine use
- 11.11(17A,22,216) Consensual disclosure of confidential records
- 11.12(17A,22,216) Availability of records
- 11.13(17A,22,216) Personally identifiable information
- 11.14(17A,22,216) Other groups of records
- 11.15(17A,22,216) Data processing systems
- 11.16(17A,22,216) Applicability
- 11.17(17A,22,216) Access to file information

## CHAPTERS 12 to 14

Reserved

## CHAPTER 15

## MISCELLANEOUS PROVISIONS

- 15.1(216) Partial invalidity
- 15.2(216) Availability of rules
- 15.3(17A,ExecOrd11) Waiver of requirements imposed by commission rule